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中国南方航空股份有限公司
CHINA SOUTHERN AIRLINES COMPANY LIMITED

(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(Stock Code: 1055)

APPOINTMENT OF EMPLOYEE DIRECTOR

The board (the "**Board**") of directors (the "**Directors**", and each a "**Director**") of China Southern Airlines Company Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces that Mr. Zhang Tao ("**Mr. Zhang**") has been elected by the second meeting of the sixth session of the employees' representative meeting convened by the Company as the employee Director of the 10th session of the Board, and Mr. Zhang shall hold his office until the expiration of the term of the 10th session of the Board of the Company(the "**Appointment**").

The biographical details of Mr. Zhang are as follows:

Mr. Zhang Tao, male, born in February 1973 (aged 52), graduated from the Faculty of Law of Peking University, majoring in Economic Law, holding a bachelor's degree, and obtained his master's degree in Management from Quebec University in Canada, majoring in Project Management while employed. He is a member of the Chinese Communist Party. Mr. Zhang started his career in July 1995, and served as the Deputy General Manager and a member of the Party Committee of Guizhou Airport Group Company Limited. He served as Party Secretary and Executive Vice President of Guizhou Airlines Company Limited in December 2013; Party Secretary and Deputy General Manager of Guangzhou Flight Division of China Southern Airlines Company Limited in September 2017; Party Secretary and Vice President of Fleets Division of China Southern Airlines Company Limited in May 2018; Director of the Organization and Personnel Division of China Southern Air Holding Company Limited and China Southern Airlines Company Limited in December 2020; Chairman of the Labor Union, Director of the Organization and Personnel Division of China Southern Air Holding Company Limited and China Southern Airlines Company Limited in February 2025; Chairman of the Labor Union, Director of the Organization and Personnel Division of China Southern Air Holding Company Limited, and Chairman of the Labor Union, Chairman of the Supervisory Committee, Director of the Organization and Personnel Division of China Southern Airlines Company Limited in May 2025; Chairman of the Labor Union, Employee Director, Director of the Organization and Personnel Division of China Southern Air Holding Company Limited, and Chairman of the Labor Union, Chairman of the Supervisory Committee, Director of the Organization and Personnel Division of China Southern Airlines Company Limited in June 2025. From December 2025, he

served as Chairman of the Labor Union, Employee Director, Director of the Organization and Personnel Division of China Southern Air Holding Company Limited, and Chairman of the Labor Union, Director of the Organization and Personnel Division of China Southern Airlines Company Limited.

Mr. Zhang will enter into a service contract with the Company and shall hold his office until the expiration of the terms of the current session of the Board. Pursuant to the "Administrative Measures on Directors' Remuneration of China Southern Airlines Company Limited", the annual basic emolument of a Director is determined with reference to the responsibilities, risks and contributions of his/her position. Mr. Zhang will not receive any Director's fee.

As at the date of this announcement, save as disclosed above, Mr. Zhang (i) has not held any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years or any other major appointments and professional qualifications; (ii) has not had any relationship with any Directors, senior management, substantial or controlling shareholders of the Company; (iii) has not held any other position with the Group; and (iv) has not had any interests in shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

As at the date of this announcement, save as disclosed above, there is no other matter that needs to be brought to the attention of the holders of securities of the Company in connection with the Appointment, nor is there any other information to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

By order of the Board
China Southern Airlines Company Limited
Chen Wei Hua and Liu Wei
Joint Company Secretaries

Guangzhou, the People's Republic of China
23 January 2026

As at the date of this announcement, the Directors include Ma Xu Lun and Han Wen Sheng as executive Directors; Pansy Catilina Chiu King Ho, Guo Wei, Zhang Jun Sheng and Zhu Hai Ping as independent non-executive Directors; and Zhang Tao as Employee Director.